

Stéphanie Lluís

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Academic Director of the South Western Ontario Research Data Center (SWORDC) (June 2016-), University of Waterloo, PAS building, room 2228

Education

- Ph. D. (Economics) Université de Montréal, Canada, 2002
- M.A. (Economics), Université de Montréal, Canada, 1994
- M.A. (Mathematics and Social Sciences), Université Panthéon-Sorbonne, France, 1993
- BSc . (Mathematics and Social Sciences), Université Panthéon-Sorbonne, France, 1992

Employment

- Associate Professor, University of Waterloo, 2012-present
- Visiting Professor, McMaster University, Winter 2017
- Visiting Professor, University of Adelaide, Australia, Winter 2015
- Assistant Professor, University of Waterloo, 2007-2012
- Assistant Professor, University of Minnesota, 2003-2006
- Instructor, University of Minnesota, 2001-2002
- Research Analyst, CIRANO, Montreal, 1995-1996

Grants Awarded

- SSHRC Insight Development Grant (principal investigator), 2012-2014, \$29185
- UW 4A SSHRC (principal investigator), 2008, \$8000
- Bourse d'excellence, Faculty of Graduate Studies, Université de Montréal, 1996-1999
- CCIFQ grant (Centre de Coopération Internationale Franco-Québec), 1992

Teaching

Graduate Courses (UW):

Econ 673: Topics in Personnel Economics (Fall 2008)

Econ 773: Topics in Personnel Economics (Spring 2009)

Econ 651: Labour Economics (Winter 2010)
Econ 622/722: Microeconometrics (Winter 2016-2020)

Undergraduate Courses (UW):

Econ 321: Introduction to Econometrics (2008-2014)
Econ 351: Labour Economics (2008-2016)
Econ 366: Gender and Economics (Fall 2016-)
Econ 422: Advanced Econometrics (Fall 2019)

Students Supervision (UW):

PhD

Committee member: Becky Shi, Assistant Professor, SWUFE, China
Committee member: Mingcui Su, Assistant Professor, SWUFE, China
Co-Supervisor: Behnoush Amery, Senior Economist, Labour Market Information Council.
Co-Supervisor: Yazhuo Pan, Economist, Canadian Public Pension Investment Board.

Internal Examiner: Pengfei Li, PhD Defense, UW Department of Statistics, 2010
Internal Examiner: Chunmei Zhu, Actuarial Science, 2018
External Examiner: Ali Fakih, PhD Defense, HEC, 2012
External Examiner: Esmond Lun, PhD Defense, University of Guelph, 2016
External Examiner: Mélanie Fontaine, UQAM, 2020

Master

Main supervisor:

Jie-Fu Huang, “Impacts of the Financial Recession on Male and Female Labour Market”, 2010
Meijun Zhu, “Alcohol Today, Drugs Tomorrow? A Study on Alcohol Consumption and Drug Use of Young Canadians”, 2017

Honours Undergraduate Theses:

Siu Stephanie	Overeducation and Wages
Thomson Eric	Performance Pay
Thawer Sameer	Temporary Work
Andrew Fonseca	Unemployment
David Wang	Minimum Wage
Min Jin	Immigrants' unemployment
Emily Muthiani	Social Insurance Programs
Rita Leng	Minimum Wage
Mei Lin	Labour Laws in China
Rohit Narayan	Healthcare facilities distribution
Artemio Armando	Absenteeism and unions
Nidhi Handa	Consumption of Renewable Energy
Ali Himada	Tipping Determinants in the US

Chung Lui
Heather Bone
Katherine Smith
Jingyuan Lin
Ruoqing Han
Yue Wang

Tuition and University Choice
Subsidized Daycare and Absenteeism
Earnings Gap and Field of Study
Economic Growth and Box office Revenues
Canadian Gender Gap in Self-Esteem
Growth and Education Investments in China

Teaching Workshop

Center for Teaching Excellence workshop on encouraging deeper learning, spring 2009

Research

Publications

Thesis:

Stéphanie Lluis, PhD Thesis, “Analyse Empirique des Caracteristiques de l’Entreprise dans la Formation des Salaires”, Université de Montréal, 2002

Stéphanie Lluis, Master’s Thesis, “Etude de la Valeur de Shapley et son Application au Calcul du Pouvoir des Provinces Canadiennes dans le Vote d’un Projet de Loi au Parlement”, Université de Montréal, 1994

Articles in Refereed Journals:

Stéphanie Lluis, “Comparative Advantage and Learning in Wage Dynamics and Intrafirm Mobility: Evidence from Germany”, *Journal of Labor Economics*, 2005, vol 23 (5), pp. 725-767.

Ana Ferrer and **Stéphanie Lluis**, “Should Workers Care about Firm Size?”, *Industrial and Labor Relations Review*, 2008, vol 62, no 1, pp. 104-125.

Stéphanie Lluis, “Wage Structure by Firm Size: Evidence from Canada and the US”, *LABOUR: Review of Labour Economics and Industrial Relations*, 2009, vol 23(2), pp. 283-317.

Ben-Ner, Avner and **Stéphanie Lluis**, “Learning: What and How? An Empirical Study of Adjustments in Organizational Structure”, *Industrial Relations*, 2011, vol 50(1), pp 76-108.

Ben-Ner, Avner, Fanmin Kong, and **Stéphanie Lluis**, “Uncertainty, Task Environment, and Organization Design: An Empirical Investigation”, *Journal of Economic Behavior and Organization*, 2012, vol 82(1), pp. 281-313.

Stéphanie Lluis and Jean Abraham, “Fringe Benefits Compensating Differentials and Worker Selection: Evidence from the Medical Expenditure Panel Survey 1997-2006”, *Industrial Relations*, 2013, vol 52(2), pp 541-581.

Stéphanie Lluis and Brian McCall, “Employment and Job Search Implications of the Extended Weeks and Working while on Claim Pilot Initiatives”, 2019, *Canadian Public Policy*, vol 45(2):1-44

Stéphanie Lluis and Yazhuo Pan, “Marital Property Laws and Women’s Labour Supply”, 2020, *Canadian Public Policy*, vol 46(3), pp. 340-368

Corinne Langinier and **Stéphanie Lluis**, “Departure and Promotion of U.S. Patent Examiners: Do Patent Characteristics Matter?”, *Contemporary Economic Policy*, *Forthcoming*.

Other Reports and Commentaries:

Stéphanie Lluis and Brian McCall, “Evaluation of the Impact of the Increase in EI Allowable Earnings Pilot Project”, Employment and Social Development Canada, ESDC report, February 2008.

Eva Lau, **Stéphanie Lluis** and Alain Nimubona, “Report on the Required Average for Continuation and Graduation in the Four-Year General Economics Plan”, University of Waterloo, 2009.

Stéphanie Lluis and Brian McCall, “Update of the Evaluation of the Impact of the Increase in EI Allowable Earnings Pilot Project”, Employment and Social Development Canada, ESDC report, April 2010.

Stéphanie Lluis, “[Lessons from Employment Insurance for the CERB](#)” in special volume Climbing Out of COVID, edited by Grant Bishop, Benjamin Dachis, Jeremy Kronick, Parisa Mahboubi, and Rosalie Wyonch, Policy Study 48, C.D. Howe Institute, 2020.

Stéphanie Lluis, “[Regional Differences in Job Growth Shows Ottawa Must Think Regionally](#)” in special volume Climbing Out of COVID, edited by Grant Bishop, Benjamin Dachis, Jeremy Kronick, Parisa Mahboubi, and Rosalie Wyonch, Policy Study 48, C.D. Howe Institute, 2020.

Stéphanie Lluis, “[Consequences of the High EI Benefits Floor, Parts I & II](#)” in special volume Climbing Out of COVID, edited by Grant Bishop, Benjamin Dachis, Jeremy Kronick, Parisa Mahboubi, and Rosalie Wyonch, Policy Study 48, C.D. Howe Institute, 2020.

Colin Busby, **Stéphanie Lluis** and Brian McCall, “Transitioning Back to Work: How to Improve EI WorkingWhile-on-Claim Provisions”, IRPP Study 85. Montreal: Institute for Research on Public Policy, 2021.

Conference Presentations and Invited Talks:

- **Institute for Research on Public Policy**, November 2020, Webinar on the Future of Employment Insurance
- **University of Montreal, HEC**, Economics Department, November 2019, “Employment Insurance and Spousal Labour Supply”
- **Society of Labour Economists Annual Conference**, Washington DC, June 2019, “Spousal Labour Supply Adjustments”, poster presentation
- **Canadian Economics Association Annual Conference, Banff**, May 2019, “Employment Insurance and Job Mobility”, and panelist on CWEC session “Managing Your Data - Dealing with Data Archives and Complying with Data Policies”
- **CRDCN Annual Conference**, Hamilton, November 2018, “Employment Insurance and Spousal Labour Supply”
- **Canadian Economics Association Annual Conference**, Montreal, May 2018, “Employment Insurance and Spousal Labour Supply”
- **CRDCN Annual Conference**, Montreal, November 2017, “Employment Insurance and Job Mobility”
- **European Association of Labour Economists (EALE) annual conference**, 2017 in St Gallen, Switzerland, “Employment Insurance Changes and Reemployment Outcomes: Evidence from the Canadian Labour Force Survey 2003-2009”
- **University of Guelph**, Economics Department, December 2016: “Employment Insurance Changes and Reemployment Outcomes: Evidence from the Canadian Labour Force Survey 2003-2009”
- **McMaster University**, Labour Lunch, October 2016, “Employment and Job Search Implications of the Extended Weeks and Working while on Claim Pilot Initiatives”
- **Melbourne Institute**, February 2015, “Employment Insurance and Post-Unemployment Outcomes for Men and Women”
- **University of Sydney**, Economics Department, March 2015, “Departure and Promotion of U.S. Patent Examiners: Do Patent Characteristics Matter?”
- **University of Adelaide**, Economics Department, March 2015, “Departure and Promotion of U.S. Patent Examiners: Do Patent Characteristics Matter?”
- **Canadian Economics Association (CEA)** 2014 in Vancouver: “Mobility and Career Concerns of USPTO Examiners”
- **Institute for Research in Public Policy (IRPP)** on “Employment Insurance and Key Research Priorities”, Ottawa, July 2014
- **Tokyo University**, Economics Department, Microeconomics Seminar Series, 2012, “Uncertainty, Task Environment, and Organization Design: An Empirical Investigation”
- **Canadian Economics Association (CEA)** 2012 in Calgary: “Uncertainty, Task Environment, and Organization Design: An Empirical Investigation”
- **Society of Labor Economists (SOLE)** 2011 in Vancouver: “Impacts of the Increase in Allowable Earnings Pilot Project on Working while on Claim”
- **Patent Statistics for Decision Makers** 2011 Conference in Washington: “Mobility and

- Career Concerns of U.S. Patent Examiners” (poster session)
- **Canadian Economics Association (CEA)** 2010 in Quebec: “Impacts of the Increase in Allowable Earnings Pilot Project on Working while on Claim”
 - **Canadian Economics Association (CEA)** 2009 in Toronto: “Mobility and Career Concerns of U.S. Patent Examiners”
 - **Society of Labor Economists (SOLE)** 2009 in Boston: “Compensating Differentials and Fringe Benefits: Evidence from the MEPS: 1997-2004” (cancelled)
 - **Society of Labor Economists (SOLE)** 2008 meetings in New-York: “Uncertainty and Organization Design”
 - **Canadian Economics Association (CEA)** 2008 meetings in Vancouver: “Compensating Differentials and Fringe Benefits: Evidence from the MEPS: 1997-2004”
 - **York University**, 2008, “Compensating Differentials and Fringe Benefits: Evidence from the MEPS 1997-2004”
 - **Lakehead University**, 2008, “Compensating Differentials and Fringe Benefits: Evidence from the MEPS 1997-2004”
 - **University of Ottawa**, 2007, “Learning, What and How? An Empirical Study of Adjustments in Organizational Structure”
 - **York University**, 2007, “Learning, What and How? An Empirical Study of Adjustments in Organizational Structure”
 - **Canadian Economics Association (CEA)** 2006 in Montreal: “Learning, What and How? An Empirical Study of Adjustments in Organizational Structure”
 - **International Industrial Organization Annual Conference** 2005 in Atlanta: “Learning, What and How? An Empirical Study of Adjustments in Organizational Structure”
 - **Canadian Economics Association (CEA)** 2005 in Hamilton: “Should Workers Care about Firm Size?”
 - **Society of Labor Economists (SOLE)** and **European Association of Labour Economists (EALE)** 2005 in San Francisco: “Should Workers Care about Firm Size?”
 - **Society of Labor Economists (SOLE)** 2004 in Austin: “Comparative Advantage and Learning in Wage Dynamics and Intrafirm Mobility: Evidence from Germany”
 - **Canadian Economics Association (CEA)** 2002 in Calgary: “Workplace Practices and Wage Dispersion among U.S. Establishments”
 - **International Conference on Panel Data**, 2001, “Comparative Advantage and Learning in Wage Dynamics and Intrafirm Mobility: Evidence from Germany”
 - **Employer-Employee Matched Data Workshop in McMaster University**, 2001, “Comparative Advantage and Learning in Wage Dynamics and Intrafirm Mobility: Evidence from Germany”
 - **US Census Bureau**, 2000, “Comparative Advantage and Learning in Wage Dynamics and Intrafirm Mobility: Evidence from Germany”

Service

Committees

- Undergraduate Committee (2007-2011)
- UW Center for Behavioural Decision Research Committee (2011-present)
- Ad-hoc committee on internal/graduate seminar (2007)
- SWORDC Interim Management Committee (2009)
- Recruiting Committee (DACA): (2009-2010), (2015-2016), (2019-2020)
- Web site Design Committee (2010-2012)
- Performance Review Committee (DPRC) (2013-2014)
- Graduate Committee (2012-2014) (2018-2019)
- Seminar Committee (2014)
- Chair Renewal Committee (2015)
- Alumni Relations Committee (2015-2018)
- PhD Econometrics Comprehensive Exam committee (2017-2018)
- Graduate Committee (2018-2019)
- Faculty Tenure Promotion and Committee (2017-2020)
- Chair Appointment Committee (2018-2019)
- Department Tenure and Promotion Committee (2020-)
- Hiring Committee (2020-)

Conference Organization

- Canadian Economics Association Conference Program Committee – Montreal – 2013
- Canadian Labour Skills Research Network Conference Program Committee – Toronto – 2015
- Waterloo Economics Workshop – 2016
- Waterloo Economics PhD Conference – 2016
- Waterloo Economics PhD Conference – 2018

Referee Service

- **Editor** of the NEP-LAB weekly reports which disseminates new research (from REPEC working papers) in the field of Labour Economics, 2001-2011
- **Peer review** of SSHRC Grant application, 2011, 2021
- **Peer review** of the 8th edition of the McGraw-Hill Ryerson seventh edition of Labour Market Economic by Benjamin/Gunderson/Lemieux/Riddell, the leading Labour Economics Textbook in Canada, 2012
- **Peer review** of the preview of the textbook “Personnel Economics” by Peter Kuhn to be edited by Oxford University Press., 2013, 2015
- **Peer review** of reports for ESDC on Employment Insurance issues related to working while on claim (2014) and on the MAR (2020)
- **Journal refereeing** for various journals in Economics: *Journal of Labor Economics*, *American Economic Journal: Applied Economics*, *Industrial and Labor Relations Review*, *Journal of Economic Behavior and Organization*, *Economics of Education*

Review, British Journal of Industrial Relations, Research in Labor Economics, Journal of Labor Research, International Economic Review.